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Faculty Senate Meeting

October 19 1999

Holloway Hall Room 119 3 p.m.

Present:

Carolyn Bowden Elizabeth Curtin (Secretary) Tom Erskine Kathy Fox Greg Ference (Vice President) Joel Jenne Peter Lade (President) Dave Parker Kathleen Shannon (Webmaster) Cal Thomas Marvin Tossey Don Whaley E.J. Crane Jim McCallops Jerome DeRidder David Rieck Fatollah Salimian Kashi Khazeh

The meeting was called to order by the Dr. Peter Lade at 3:35 p.m. He welcomed the senators and guests.

Announcements:

The minutes of September 21 1999 were discussed and a motion was made to approve the minutes and seconded the votes were unanimous.

Remarks - Don Cathcart

The Shore Can Volunteer group was here at SSUm meeting with Barry King and George Whitehead. Shore Can is quite interested in what SSU is doing. Two of the major areas that these agencies concentrate on are service learning and civic engagement.

Saturday the Board of visitors met. The president gave an excellent presentation. The BOR meeting broke up into groups: liberal arts pace center service learning and internal initiatives. Dr. Cathcart will relay to the Senators what those initiatives are at a later date.

He reported that the previous Sunday he and Dr. Nadi the vice-president of Academic Affairs at UMES attended the AAAC meeting in Frostburt while Dave Parker attended the CUSF meeting at the same time. November 1st will be the beginning stages of our plan for internet base learning.

SSU anticipates that there will be no COLA in next year's USM budget but we should expect a 2.5% "merit" increase. SSU also has a "separate list" request item identified as "85th percentile" for faculty salary initiatives. Dr. Cathcart indicated that we will be in great shape for the Fall but we won't know it until the Spring. Our whole focus was to address the 85th percentile. The Cabinet has made the improvement of faculty salaries a top priority. The University will try to continue the educational practice that the students prefer. The vice chancellor made it clear that they expect merit and salary incentive dollars to be a reward for meritorious performance. They also expect us to be able to show that those dollars actually purchased improved performance.

Some senators expressed concern about the 85th percentile. It was suggested that the administration allow the School of Business to use the AACSB to figure out the formula for salaries rather than the AAUB. Some faculty members are concerned about how many good young professors we are losing because the university does not promote them.

The provost suggested that the faculty discuss this issue again. They need to discuss how they want to handle the 85th percentile dollars. The formula work needs to be finished. Some of the money should be used to attract and retain the kind of high quality faculty. According to him the reality is we need the participation of the faculty.

Faculty Welfare committee needs to become proactive and the following proposal should be discussed:

1) how to handle the USM's 2.5% for merit; and 2) how do we handle the 85th percentile adjustments? The provost feels that the University could have a reward system that recognizes performance beyond what is expected. When Dr. Bowden was chair of the Faculty Welfare Committee she visited every department and got feedback from them. The School of Science came up with the best plan. Studies show that merit is damaging on campuses. It is really a difficult issue and it should be addressed by everyone. The Senate agreed to discuss this matter at a later time and asked for responses or suggestions by email.

The Senate felt that the message regarding this issue should be sent to the chairs and they can forward it to their faculty. The Senate discussed the procedures for sending materials to the departments. Those procedures are as follows: all materials from the departments should be sent to their deans and Dr. Lade and the deans would forward the information to their departments as necessary.

Duplication FRP Update

At the September 28th Senate meeting Kathy Fox was selected to be the observer at the out sourcing meetings but due to a conflict of interest Elizabeth Curtin has agreed to be the observer. Dr. Curtin is asking for the Senate's approval to participate in these meetings. The proposals were due the following week. Jack Spence Carol Bloodsworth and Gains Hawkins were aware that other groups will get involved with this issue. If she is charged to look at the proposal she will review and assessment it. Dr. Curtin suggested that if any action is going to take place by any group it should be done soon. The Senate is the only committee that has been active in the out sourcing issue. She would like to state her reactions regarding this matter.

A motion was made to allow Dr. Curtin to participate in any votes or decisions made on the out sourcing issue. The motion was seconded and the vote was unanimous.

Management for Results

Karin Johnson briefly discussed the report that System is asking all USM institutions to submit in about two weeks. The department of Budget and Management has a two-page report that lists goals and objectives. The MFR report should relate to all areas here at SSU. The report was submitted to the System and now the report will be sent to MHEC.

Mission Statement

Bryan Price Director of Institutional Accountability and Research stated that Governor Glenddening wants all the UMS institutions to compile their initiatives together. The report will have to include the mission statement and strategic plan. Within five years DDM will have to provide mission statements and outcomes. Our budget will be included in the report and one of the items will be merit. He stated that the retention rates are considered as outputs and not outcomes. They expect us to measure our status of students employment rates etc. Middle States is going to expect this assessment as well. They will submit some standards of outcome assessments for each institution. Bryan mentioned that there was a report that was due about five

years ago. The report will probably have to be written again or will we use the same one from before. Each department may have to identify the outcomes unless they were accredited. The document is almost complete and a copy will be forwarded to the Senate.

Mr. Pryce and Dr. Johnson will receive example copies of assessment plans that maybe the department can use as a model. Dr. Johnson is hoping that we can build a databank that will include all public institutions. Dr. Cathcart informed the Senate that the report does not reflect all of the university's initiatives but only part of them.

Major Discussion Topic: Promotions Process Revision

Some senators felt that the promotion process should be revised. A motion was made to have the promotions policy as the only agenda item at a later Senate meeting. The motion was seconded and the votes were unanimous. Two areas should be the major issues of discussion 1 committee structure and 2) the procedures for promoting faculty. .

New Business

The Senate discussed the provision to change EDUC 305 to EDUC 200 and to accept it as a general education course. Some senators want to review the procedures that the University Curriculum Committee and how those procedures relate to the work of the Faculty Senate. This issue will be a major item on the agenda for a later meeting.

Dr. Bowden announced to the Senators and guests that the NCATE visitors were coming on Friday and to please extend their hospitality to our visitors.

Meeting was adjourned at 5:10.

A Recap of Motions Made:

Acceptance of the the minutes of September 21 1999 Passed unanimously.

Authorization for Elizabeth Curtin to participate in any votes or decisions made on the out sourcing issue. Passed unanimously.

Determination that the promotions policy will be the only agenda item at a future Senate meeting. Passed unanimously.

Recorder Priscilla Nichols

Secretary Elizabeth Curtin